WISCONSIN PROGRAM ENHANCEMENT PLAN TIMEFRAMES

Action Step	Benchmark	1st 11/04	2nd 2/05	3rd 5/05	4th 8/05	5th 11/05	6th 2/06	7th 5/06	8th 8/06
A. Improve the safety of children and the efficiency of & consistency among CW programs system-wide by more clearly defining the scope of CPS cases and the intake and assessment standards that guide caseworkers	A.1.a. Define scope of CPS/intake standards	red	red						
	A.1.b. Analyze WiSACWIS/make changes	yellow	yellow	yellow					
	A.1.c. Issue intake standards				red				
	A.1.d. Provide training on intake standards					red			
	A.1.e. Integrate policies into training				+BPP (magenta)	magenta	magenta		
	A.2.a. Develop policy on multiple reports	red	red	red	red				
	A.2.b. Review policy on case finding/Issue # memo	red	red	red	red	red			
	A.2.c. Analyze WiSACWIS/make changes				yellow	yellow			
	A.2.d. Provide TA/consultation					red	red		
	A.2.e. Integrate policies into training					+BPP (magenta)	magenta	magenta	
	A.3. Develop WiSACWIS report	green							
B. Increase our ability to help children remain safely at home by updating policy and expanding training and TA on safety assessment and safety planning	B.1.a. Update safety standards	red	red	red					
	B.1.b. Issue instructions/documenting safety		red	red	red				
	B.1.c. Refine tools in WiSACWIS				+BPP (yellow)	yellow			
	B.1.d. Expand safety training curricula						magenta	magenta	magenta
	B.1.e. Provide TA and consultation				red	red			
	B.2.1) Develop Data Source for Measurement	green							
	B.2. 2) Conduct limited case review	green	green	+BPP (green)					
C. Stabilize placements for children in FC and reduce the actual and statistical re-entry of children into the FC system	C.1.a. Study counties with high re-entry rates		+BPP (green)	green					
	C.1.b.1)-2) Develop policy on trial home visits			red	red				
	C.1.b.3)-4) Implement policy and WiSACWIS				red	+BPP (yellow)			
	C.1.c. Develop program responses to re-entry					red	red		
	C.2.a. Identify causes of FC disruptions		green	+BPP (green)					
	C.2.b. Determine best response			red	red				
	C.3. Release Placement Handbook	green							
	C.4. Memo re Emergency Response Plan					red	red		
D. Increase the speed and efficiency of placing children in permanent or adoptive homes when they can no longer be safe with their parents	D.1. Develop policy on concurrent planning	red	red						
	D.1.1) Issue # memo on concurrent planning					red			
	D.1.2) Provide training to staff on concurrent plans				red				
	D.1.3) Check compliance through case reviews					red	red	red	►►►
	D.2. Clarify permanency plan issues/#memo	red	red						

Legend: red = BPP | magenta = Training with BPP | green = OPEP | blue = Other | yellow = WiSACWIS | bright green = Health Care Finance

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	D.3. Info for perm plan reviewers	BPP	BPP						
	D.4. Issue numbered memo on TPR issues	BPP	BPP						
	D.5.a. Integrate FFA and AFA					BPP	BPP		
	D.5.b. Distribute FAFA					BPP	BPP		
	D.5.c. Update WiSACWIS							+BPP (WiSACWIS)	WiSACWIS
	D.6. Develop WiSACWIS report	OPEP							
E. Maintain and support family connections by updating and implementing policies on sibling placement	E.1.a. Issue policy on efforts to place siblings		BPP	BPP					
	E.1.b. Provide TA/training on policy & law			BPP					
	E.2. Explore use of exceptional rate for siblings			BPP					
	E.3.1) Propose elimination of limit of 6 kids		BPP	BPP	BPP				
	E.3.2) Revise Ch. HFS 56				BPP	BPP			
	E.3.3) Issue revised Ch. HFS 56							BPP	
	E.4. Develop data sources for measurement	OPEP	OPEP	+BPP (OPEP)					
F. Maintain and support family connections for children in OOH care by clarifying policies on family participation in case planning, visitation and establishing paternity	F.1.a. Develop policy on visitation		BPP	BPP	BPP	BPP			
	F.1.b. Revise ongoing standards		BPP	BPP	BPP	BPP			
	F.2. Develop procedures on ICWA	BPP							
	F.3. Develop data sources for measurement		OPEP	+BPP (OPEP)					
G. Assure that all parties in the CW system are aware of and are acting in compliance with the requirements of the Indian Child Welfare Act	G.1.a. Numbered memo on ICWA		BPP	BPP					
	G.1.b. Develop statutory language re ICWA				BPP				
	G.1.c. Provide training on ICWA				+BPP (Training with BPP)	Training with BPP			
	G.1.d. Identify WiSACWIS ICWA changes				WiSACWIS	WiSACWIS			
	G.2. Hire ICW Specialist in BPP	BPP							
	G.3. Incorporate ICWA compliance in QSR process			BPP	BPP	BPP			
	G.4. Develop Data Sources for Measurement	OPEP	OPEP	+BPP (OPEP)					
H. Maintain and support family connections for children in OOH care by searching for relatives as possible child placements	H.1. Develop policy on engaging families		BPP	BPP	BPP	BPP	BPP		
	H.2. Identify information shared with relatives	BPP	BPP						
	H.3. Policy on assessing safety with relative				BPP	BPP	BPP	BPP	
	H.4.a. Conduct survey of tribes and counties			+OPEP	BPP	BPP			
	H.4.b. Analyze survey data						BPP		

Legend: ▮ BPP ▮ Training with BPP ▮ OPEP ▮ Other ▮ WiSACWIS ▮ Health Care Finance

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	H.5. Develop data sources for measurement		[OPEP]	[OPEP] +BPP					
I. Enhance role of noncustodial parents/other family members as placement resources by developing policies/procedures on engagement, including documentation of activities to locate, adjudicate and involve noncustodial parents	I.1. Identify policies impacting noncustodial parents			[BPP]	[BPP]	[BPP]	[BPP]		
	I.1.1) Change policies as necessary				[BPP]	[BPP]	[BPP]		
	I.1.2). Issue revised policies					[BPP]	[BPP]		
	I.1.3) Create tool in WiSACWIS							[WiSACWIS]	
	I.1.4) DWD re Parent Locator System						[BPP]	[BPP]	
	I.1.5) Training on locating noncustodial parents						[Training] +BPP	[Training]	
	I.2. Develop data sources for measurement		[OPEP]	[OPEP] +BPP					
J. Ensure that WI's Ongoing Standards effectively and appropriately guide workers in assessing and responding to the needs of children, parents and foster parents	J.1.a. Revise standards re family assessment			[BPP]	[BPP]	[BPP]			
	J.1.b. Update WI Model to reflect standards					[BPP]	[BPP]		
	J.2. Improve caseworker match of services				[BPP]	[BPP]	[BPP]	[BPP]	
	J.3.a. Determine barriers to engagement			[BPP]	[BPP]				
	J.3.b. Training on engagement skills				[Training] +BPP	[Training]			
	J.3.c. Training on removing barriers to engagement				[Training] +BPP	[Training]			
	J.4. Parent face-to-face contact standard			[BPP]	[BPP]				
	J.5. Develop data for measurement	[OPEP]	[OPEP]	[OPEP] +BPP					
K. Increase the effectiveness of support for foster parents by improving their access to information, training and resources, including a foster parent handbook	K.1.a. Hold focus groups with FPs, et. al.	[BPP]	[BPP]						
	K.1.a.1) Identify FP service and support needs	[BPP]	[BPP]						
	K.1.a.2) Profile needs and identify gaps		[BPP]	[BPP]					
	K.1.a.3) Recommendations for meeting needs		[BPP]	[BPP]					
	K.1.a.4) Develop requirement for support plans			[BPP]	[BPP]				
	K.1.a.5) Provide training and TA		[Training] +BPP	[Training]					
	K.2.a. Instrument to assess child's needs		[BPP]	[BPP]					
	K.2.b. Training on assessment instrument					[Training] +BPP	[Training]		
	K.3. Adoption and FC Resource Center	[BPP]	[BPP]						
	K.4.a. Research mandated FP training			[BPP]	[BPP]	[BPP]			
	K.4.b/c. Define pre-service/ongoing training needs				[Training] +BPP	[Training]	[Training]		
	K.5.a. Workgroup/identify FC handbook content			[BPP]	[BPP]	[BPP]	[BPP]	[BPP]	[BPP]
	K.5.b. Include info on accessing community res.							[BPP]	[BPP]
	K.5.c. Revise Chs. 38, 54, 56						[BPP]	[BPP]	[BPP]
	K.6. Develop data for measurement		[OPEP] ►►►	[OPEP] +BPP					

■ BPP	■ Training with BPP	■ OPEP	■ Other	■ WiSACWIS	■ Health Care Finance

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L. Pilot managed care program in Milwaukee for children in FC that Will provide every child with mental, physical and dental health care	L.1.a. Develop managed care program/award RFP	██	██						
	L.1.b. Implement pilot in Milwaukee			██					
	L.1.c. Review preliminary results of pilot						██	██	
	L.1.d. Present results to mental health workgroup								██
	L.2. Develop data sources for measurement		+BPP						
M. Work with children's MH experts and county/tribal CW agencies to develop a statewide policy and CW worker support for the screening and assessment of the MH needs of children who have been abused or neglected	M.1.a. Agree on MH health practice CW					██			
	M.1.b. Wkgrp/capacity improvement plan						██		
	M.1.c. Forum on WI model re MH						██		
	M.1.d. Circulate proposed policies						██	██	
	M.1.e. Update WI Model, WiSACWIS, training							██	██
N. Make family involvement in CW case planning a centerpiece of Ch. HFS 44 that governs practice and policy for children in OOH care	N.1. Identify items for Ch. HFS 44	██	██	██					
	N.1.1) Issue interim numbered memo			██					
	N.1.2) Reactivate Ch. HFS 44 workgroup			██					
	N.1.3) Complete draft for DHFS Administration			██	██				
	N.1.4) Send draft out for review					██			
	N.1.5) Conduct public hearings						██		
	N.1.6) Revise WiSACWIS as necessary				+BPP	██	██		
	N.1.7) Issue final rule							██	██
	N.1.8) Provide training on rule								►►►
	N.2. Identify items for Ongoing Standards	██	██	██					
	N.2.1) Issue interim numbered memo	██							
	N.2.2) Workgroup to revise standards			██					
	N.2.3) Complete draft of revised standards			██	██				
	N.2.4) Submit draft for review				██				
	N.2.5) Identify WiSACWIS revisions				+BPP	██			
	N.2.6) Issued revised Ongoing Standards					██			
	N.2.7) Provide training and technical assistance							██	►►►

Legend: ██ BPP | ██ Training with BPP | ██ OPEP | ██ Other | ██ WiSACWIS | ██ Health Care Finance

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O. Move children more quickly to permanence when they can no longer be safe at home by expediting the TPR when appropriate and necessary	O.1. Numbered memo on TPR laws	BPP							
	O.2. Training on perm plan, ASFA, etc.		+BPP	Training	Training	Training	Training	Training	►►►
	O.3. Concurrent plan at 6 months	BPP	BPP						
	O.3.1) Issue numbered memo		BPP	BPP					
	O.3.2) Provide training and technical assistance				+BPP				
	O.3.3) Determine compliance through case reviews					BPP	BPP	BPP	►►►
	O.4. Analyze/implement TPR processing CIP				BPP	BPP			
	O.5. Memo on IV-E for legal services	BPP							
	0.6 Report on ASFA/TPR court proceedings		OPEP						
P. Clarify responsibility/role of FPs in reviews and court hearings	P.1. Process for judges to get input from FPs, et. al.			BPP	BPP				
	P.2. Include role of FP in training and handbook						+BPP	BPP	
	P.3. Develop data for measurement		+BPP	►►►					
Q. Design and implement a comprehensive statewide QA Program built on the strength of existing programs and supportive of the efforts of CW agencies to maintain an environment that encourages learning and program improvement	Q.1. Write PDs and contract requirements	BPP							
	Q.2.1) Conduct limited case reviews		BPP	BPP					
	Q.2.2) Review placement stability and re-entry		BPP	BPP					
	Q.2.3) Determine baseline performance levels			OPEP	OPEP	OPEP	OPEP	OPEP	►►►
	Q.3. Develop case review model	OPEP	BPP						
	Q.3.1) Establish workgroup	BPP	BPP						
	Q.3.2) Conduct focus groups			BPP					
	Q.3.3) Develop/finalize review format and tools				BPP				
	Q.4.1) BMCW conduct review for CY 2004	WiSACWIS							
	Q.4.2) Integrate BMCW/statewide data		OPEP						
	Q.5.a.1) Train QA staff on CFSR reviews		BPP						
	Q.5.a.2), 3) Recruit and train peer reviewers			BPP					
	Q.5.a.4) Conduct reviews in 2-3 counties				BPP				
	Q.5.b. Conduct reviews in 15 counties						BPP	BPP	►►►
	Q.6. Establish workgroup for performance reports		►►►						
	Q.6.1) Distribute reports to counties			OPEP	OPEP	OPEP	OPEP	OPEP	►►►
	Q.6.2) Analyze and interpret data			OPEP	OPEP	OPEP	OPEP	OPEP	►►►
	Q.6.3) Provide TA and training on reports				►►►				
	Q.6.4) Review QA results						BPP	BPP	►►►

Legend: ■ BPP ■ Training with BPP ■ OPEP ■ Other ■ WiSACWIS ■ Health Care Finance

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R. Expand the frequency, accessibility and application value of CW training in Wisconsin	R.1.a. Workgroup for requirements for training	+BPP							
	R.1.b. Review and recommend requirements		■	■	■				
	R.1.c. Training administrative rule			■	■	■	■	■	
	R.2. Coordinate with UW Social Work schools					+BPP	■		
	R.3.a. Training needs re: WiSACWIS	+BPP	■						
	R.3.b. Establish WiSACWIS training coordinator			■					
	R.3.c. Develop WiSACWIS training courses				+BPP	►►►			
	R.4.a. Alternatives for child welfare training			+BPP	■	■	►►►		
	R.4.b. Expand capacity of child welfare training			+BPP	■	■	►►►		
S. To ensure safety and permanence for children and to increase consistency in CW practice, enhance the capacity of BPP to research and develop policies, to provide technical assistance, and to respond to both systemic and case-specific issues	S.1.a. Recruit and hire new child welfare staff	■							
	S.1.b. Orient and train new staff	■	■						
	S.1.c. Implement PEP-related items with staff		■	■	■	■	■	■	►►►
T. Assess the capacity of the Wisconsin CW system to respond effectively to the safety needs of children	T.1.a. Identify core CPS services			■	■				
	T.1.b. Fill gaps in services and improve access					■	■	■	►►►
	T.2.a.1) Workgroup; develop workload tool (staff)			■	■				
	T.2.a.2) Evaluate county staff workloads				■	■	■		
	T.2.b.1) Workgroup; develop workload tool (super.)				■	■			
	T.2.b.2) Evaluate county supervisor workloads					■	■		
	T2.c. Reports to determine staffing/caseload ratios				■	■	►►►		

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